

MISSOURI STATE BOARD OF EDUCATION AGENDA ITEM:		October 2018	
REPORT ON EDUCATOR EVALUATION			
STATUTORY AUTHORITY:		<input type="checkbox"/> Consent Item <input type="checkbox"/> Action Item <input checked="" type="checkbox"/> Report Item	
Sections 161.092, 161.380.22, and 168.128, RSMo			
STRATEGIC PRIORITY Teachers and Leaders – Prepare, develop and support educators to ensure an effective teacher in every classroom and an effective leader in every school.			
SUMMARY The seven Essential Principles of Effective Evaluation, based on research for how to grow the performance of teachers and leaders, established requirements for the evaluation of educators for all public school districts and charter schools. This is the fifth year that data have been collected on school district and charter school alignment of their local evaluation process to these principles. One hundred percent of Missouri’s school districts and charter schools provided data to the Department about the process used to evaluate educators and its alignment to the Essential Principles of Effective Evaluation. This presentation provides an overview of the data submitted in June 2018.			
PRESENTER Paul Katnik, Assistant Commissioner, Office of Educator Quality, will assist in the presentation and discussion of this agenda item.			



Report on Educator Evaluation

October 2018

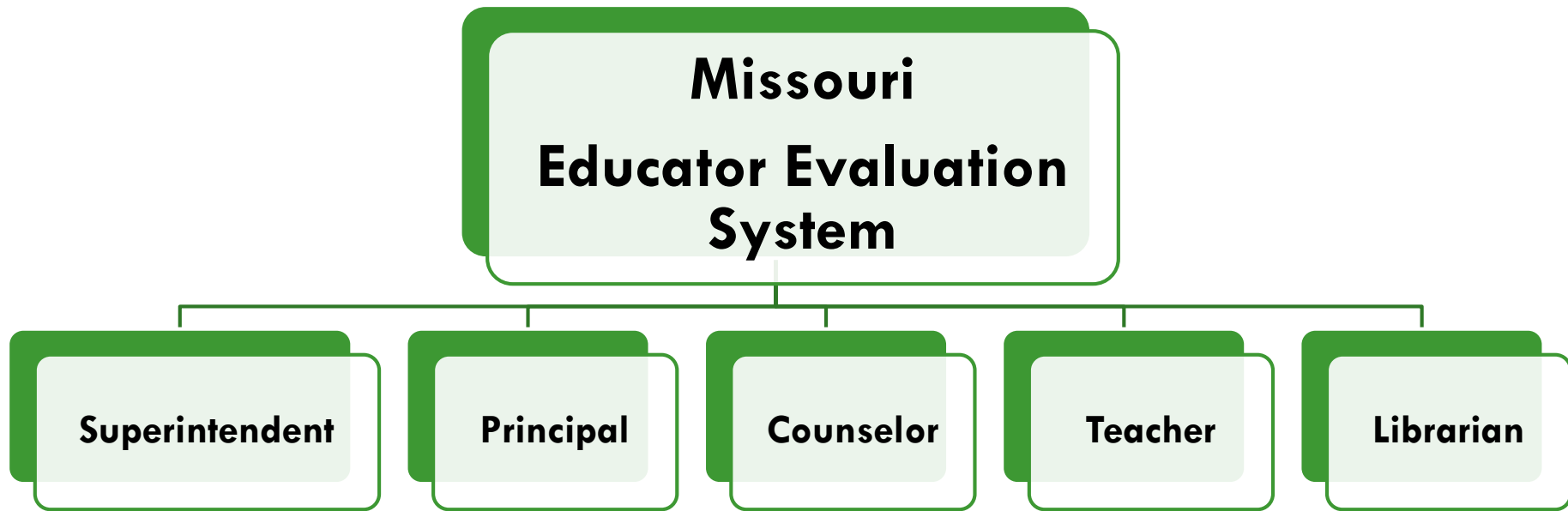
Missouri Department
of Elementary and Secondary Education

Why does this matter?

- An effective evaluation system helps teachers teach better
- Students learn more when teachers teach better
- Effective evaluation systems operate based on research (Seven Essential Principles of Effective Evaluation)



Educator Evaluation System Tools



Essential Principles of Effective Evaluation

Principle 1: Research-Based Performance

Principle 2: Differentiated Rating Levels

Principle 3: Probationary Period

Principle 4: Student Academic Growth

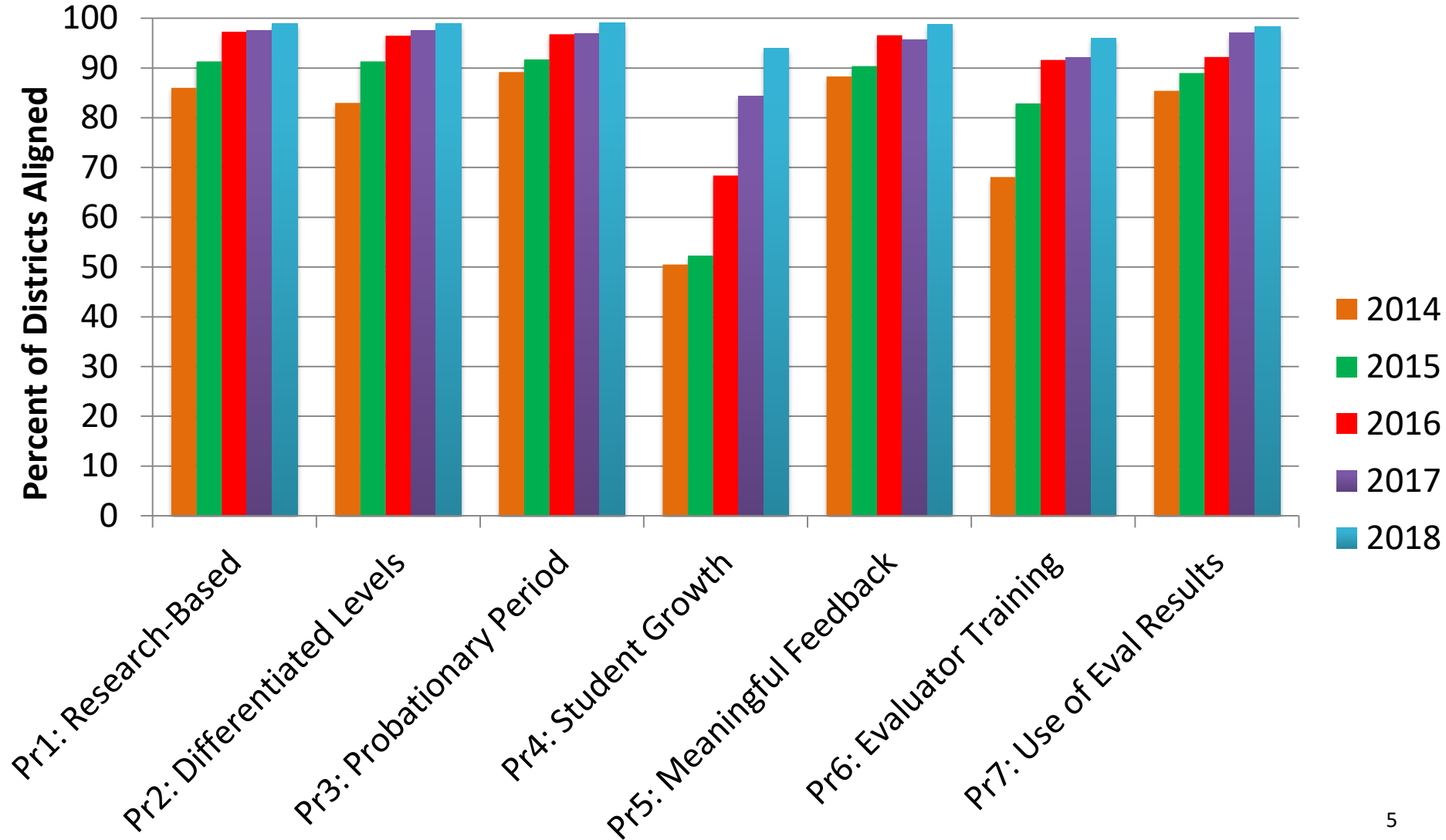
Principle 5: Meaningful Feedback

Principle 6: Evaluator Training

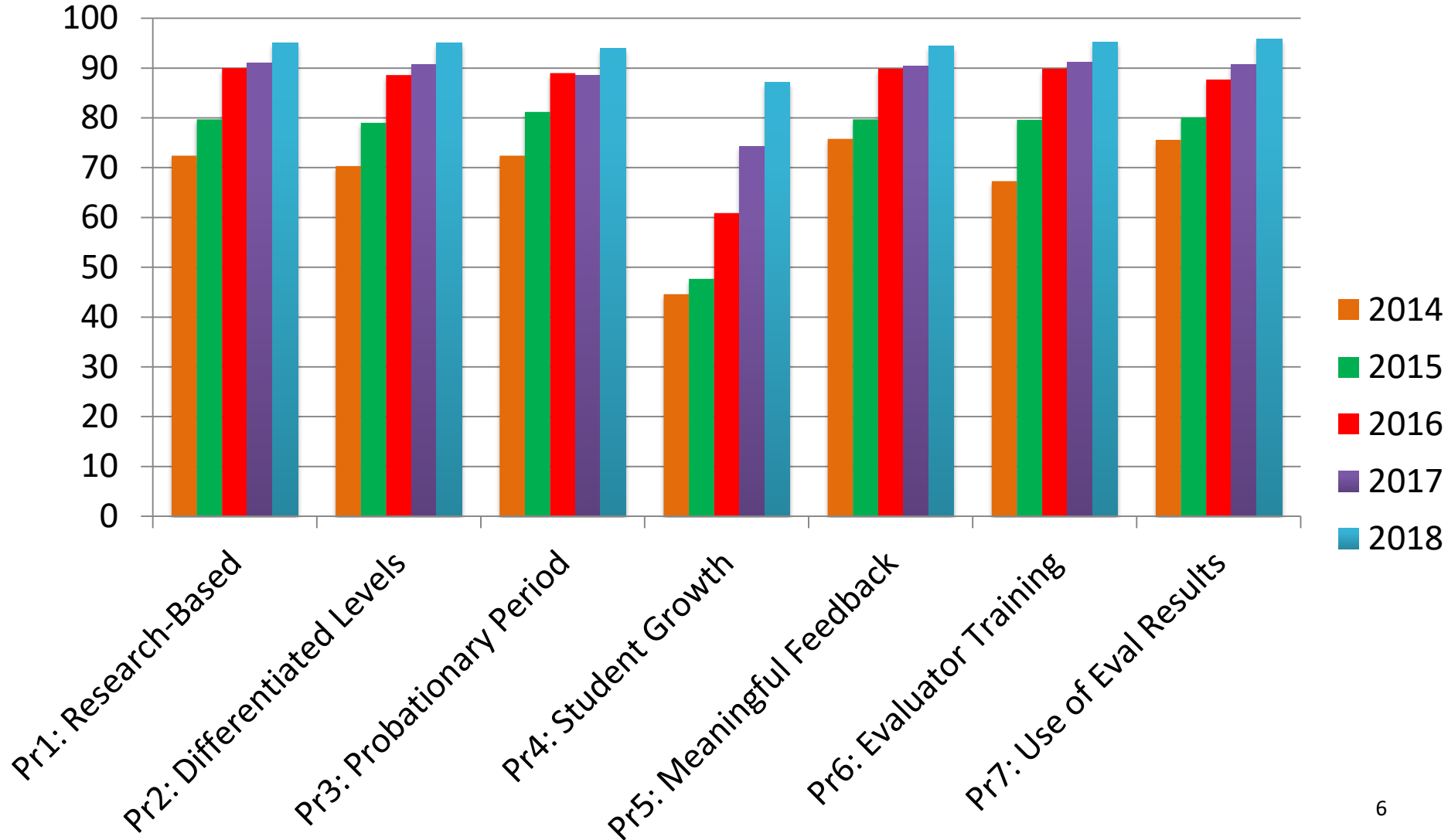
Principle 7: Use of Evaluation Results



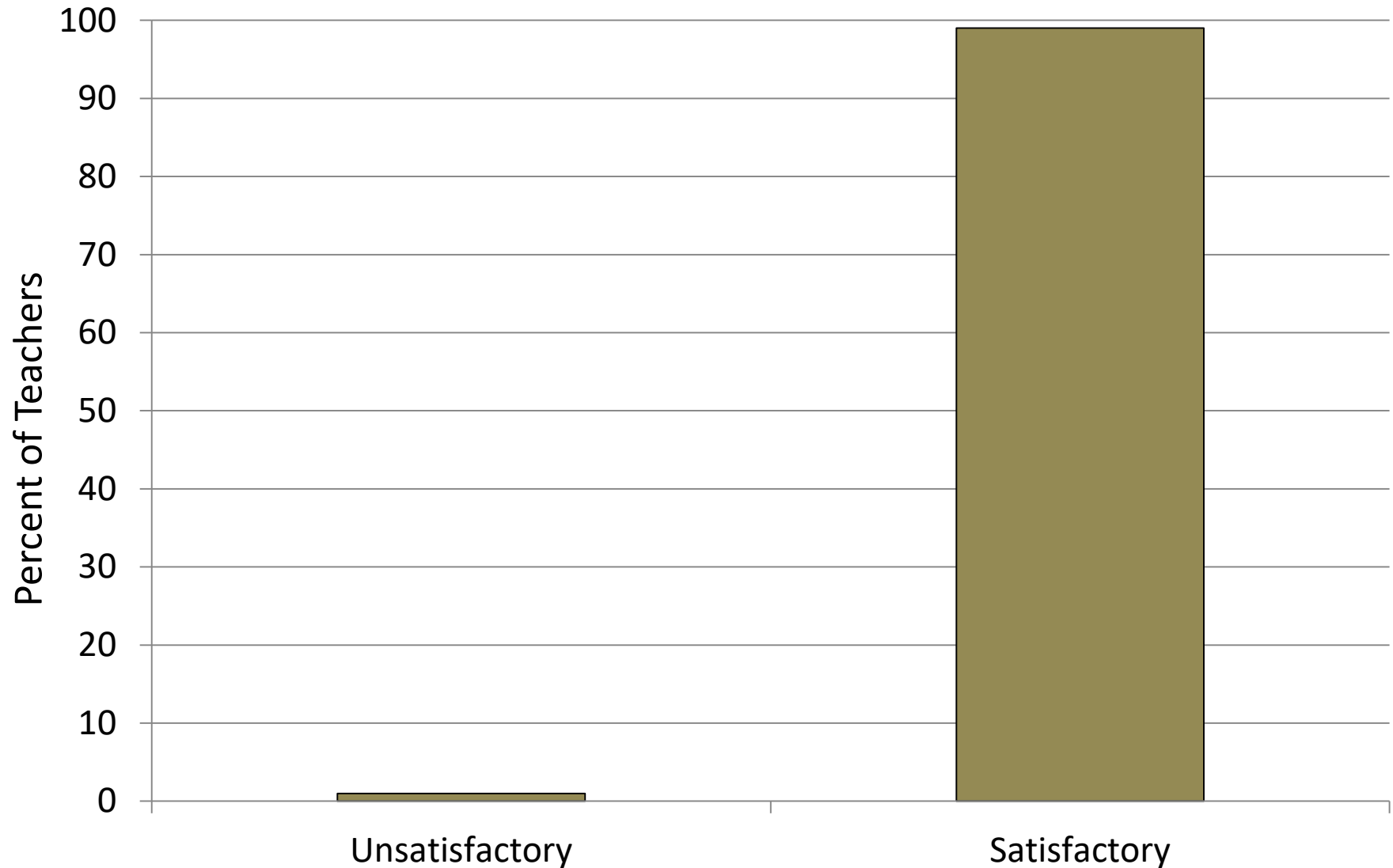
Teacher Evaluation Alignment



Principal Evaluation Alignment



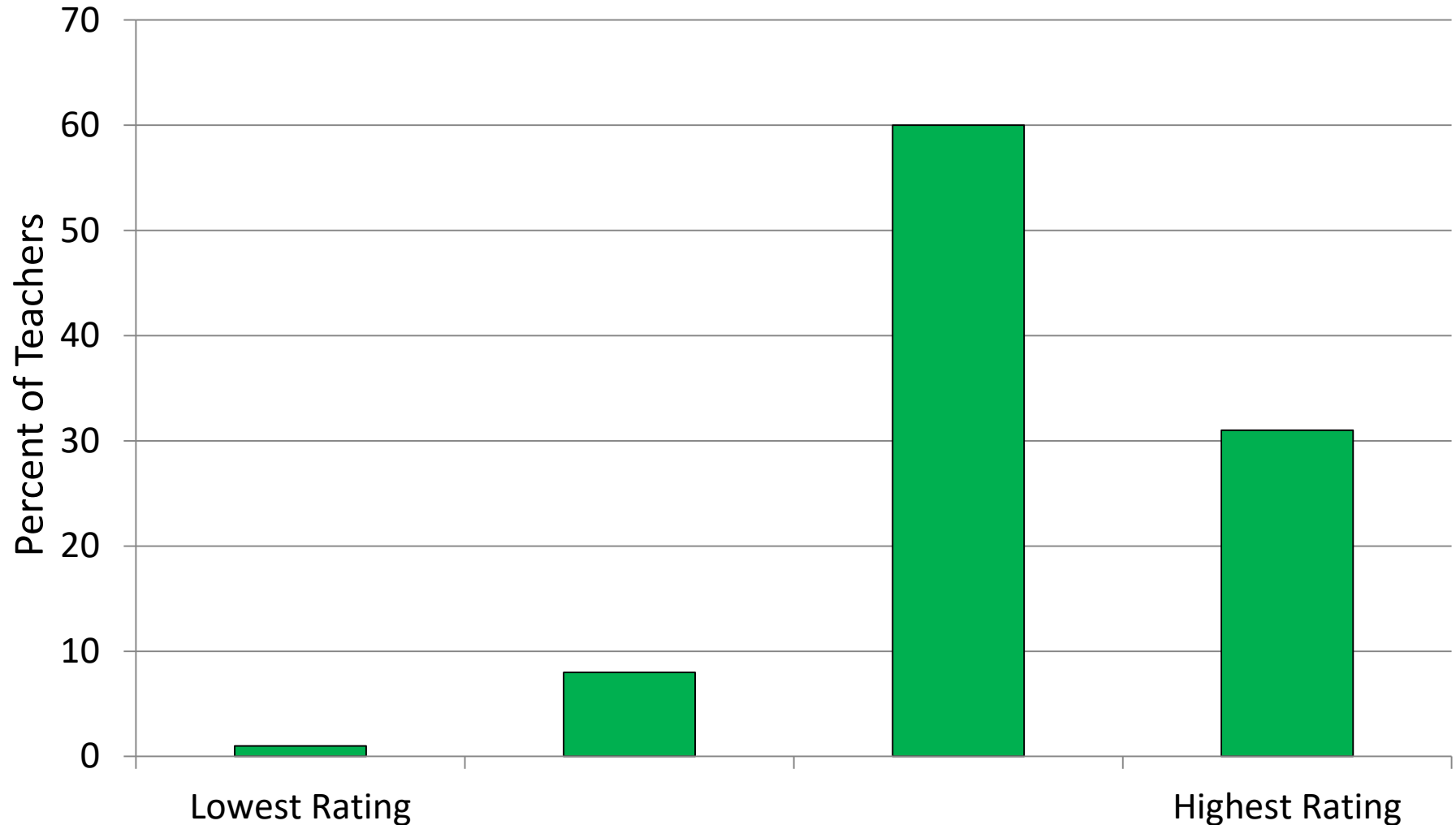
Average Teacher Performance Ratings



Average Teacher Performance Ratings

State's Evaluation Model

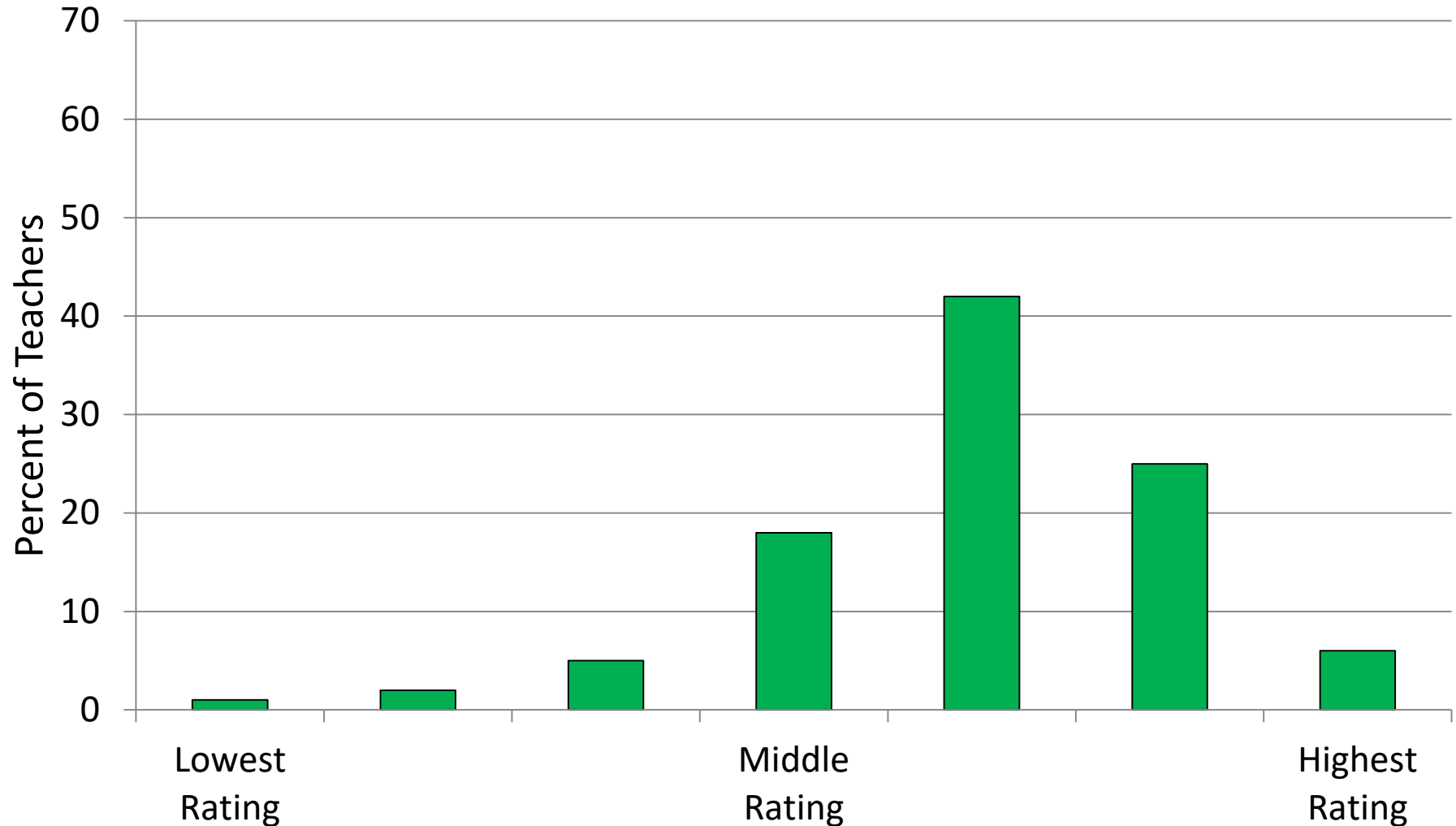
(4 performance ratings used with 24,590 Missouri teachers)



Average Teacher Performance Ratings

MU's NEE Evaluation Model

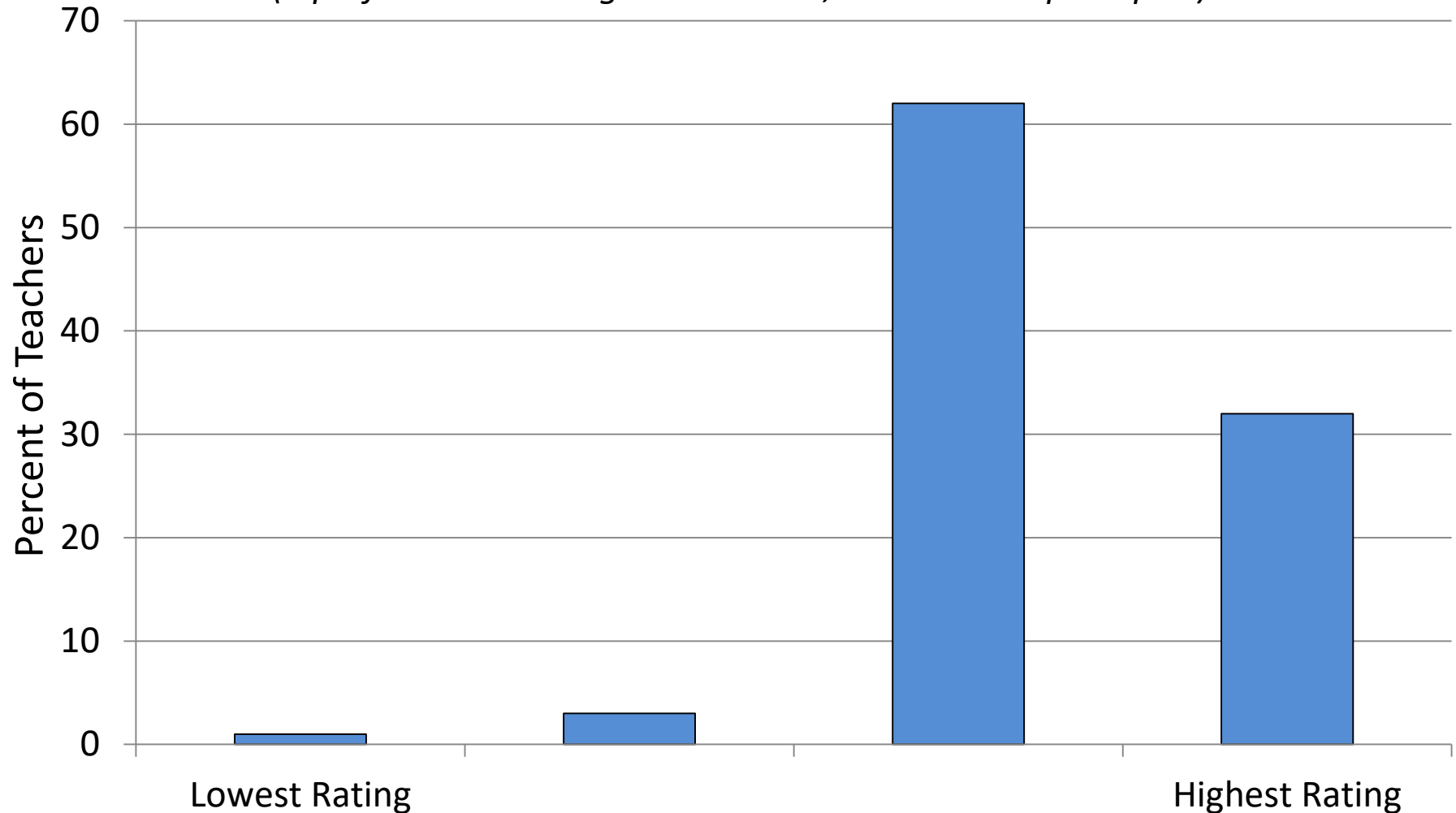
(4 performance ratings used with 39,027 Missouri teachers)



Average Principal Performance Ratings

State's Evaluation Model

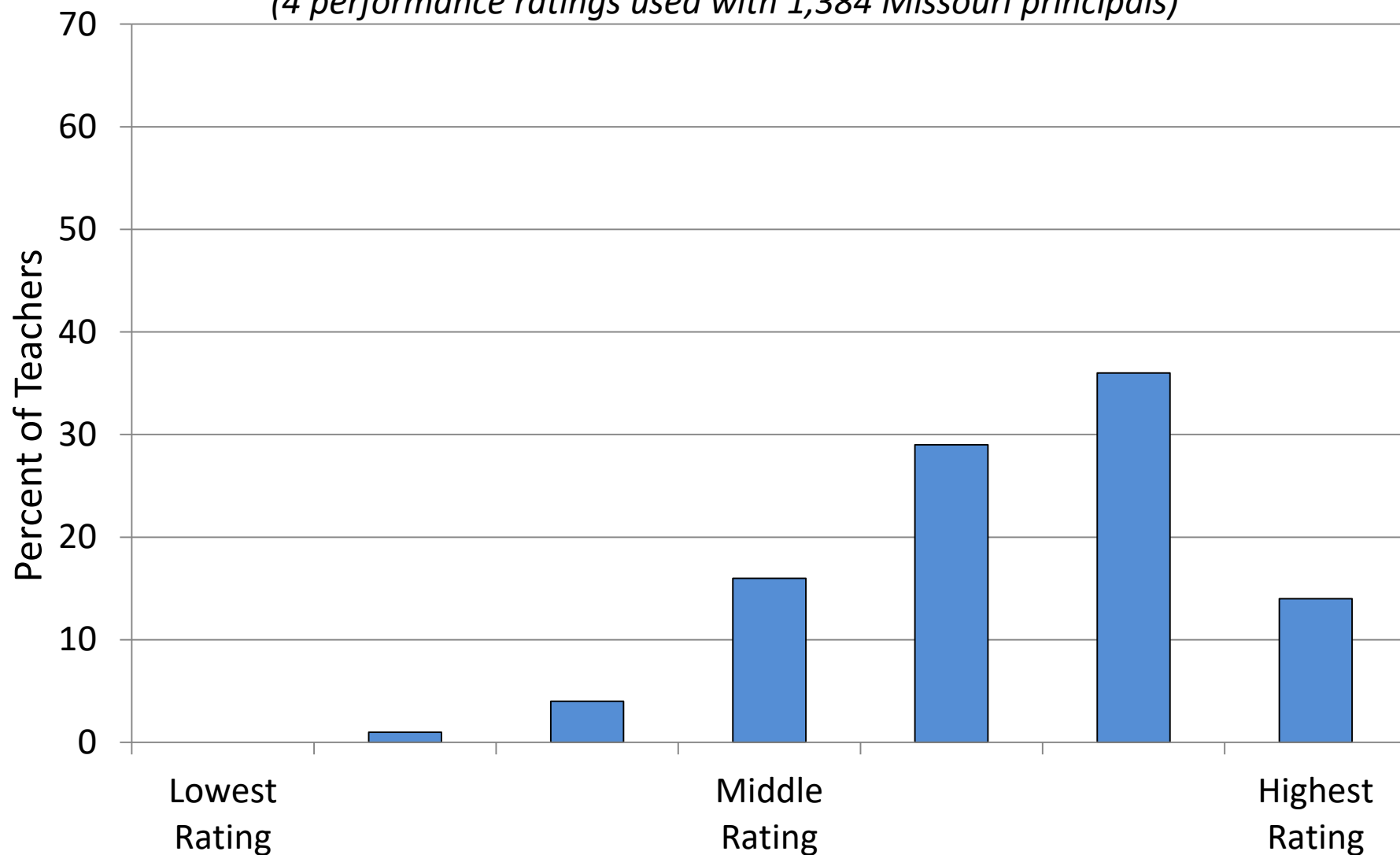
(4 performance ratings used with 1,363 Missouri principals)



Average Principal Performance Ratings

MU's NEE Evaluation Model

(4 performance ratings used with 1,384 Missouri principals)



What does this data mean?

- Nearly 80% of Missouri schools adopted the state model, revised the state model, or use the MU model (NEE).
 - Support for new teachers
 - Regular observations
 - Meaningful feedback
- Nearly 91% use the same standards for teacher and leader performance
 - Common language and expectations
 - Process to improve teacher practice
- Over 93% include measures of student growth
 - All content areas
 - All grade levels

